High Sick Leave Consumption
Develop Louisville
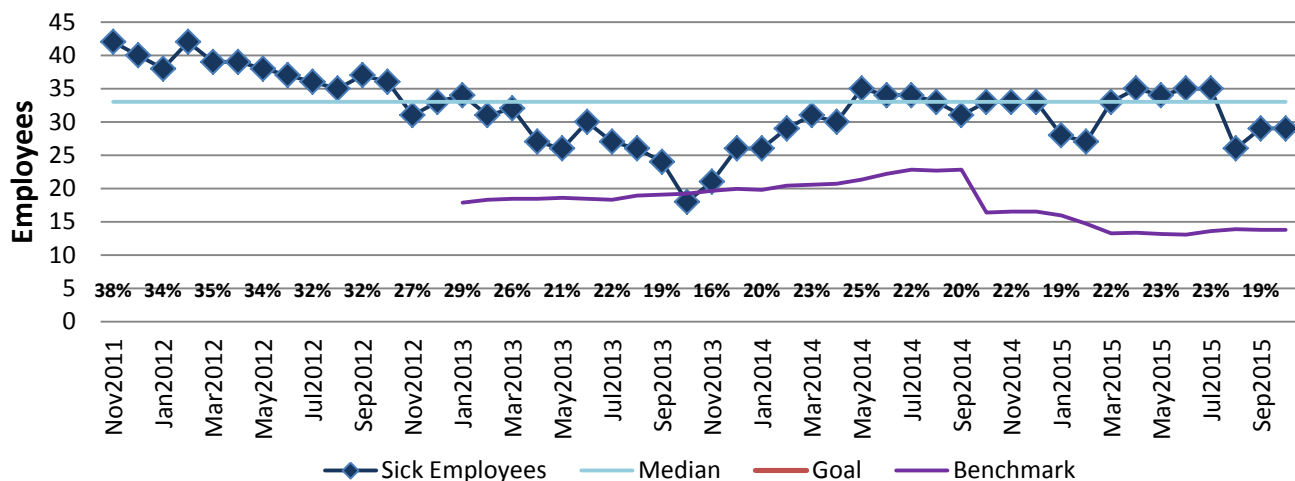
LouieStat

KPI Owner: David Marchal | **Process: Sick Leave Management**

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: 7/14 - 6/15 Avg 32 people/month	Data Source: Payable Time Peoplesoft	Plan-Do-Check-Act Step 1: Define the problem
Goal: Baseline recently established after completion of one full year as new department; new goal to be determined based on baseline information	Goal Source: Scope Summary	Measurement Method: # of employees who used 9 or more out of 12 sick [1]days in a 12 month period; rate calculated by dividing by total employees
	Benchmark Source: OPI sick leave study	Why Measure: Promote a culture in which sick time is used appropriately
Benchmark: 9% LMG Top Quartile Oct2015		Next Improvement Step: Develop Louisville will determine an appropriate goal for this measurement based on the new baseline

How Are We Doing?

Nov2014-Oct2015 12 Month Avg Goal	Nov2014-Oct2015 12 Month Average		Oct2015 Goal	Oct2015 Actual	
TBD	**31**		**TBD**	**29**	
Employees	Employees		Employees	Employees	

High Sick Leave Consumption

Good

38% 34% 35% 34% 32% 32% 27% 29% 26% 21% 22% 19% 16% 20% 23% 25% 22% 20% 22% 19% 22% 23% 23% 19%

Legend: Sick Employees — Median — Goal — Benchmark

Nov2014-Oct2015 Column Chart

Construction Review	Planning & Design	Housing & Comm. Dev.	Administration	Brightside
111 (31%)	108 (30%)	103 (29%)	13 (4%)	12 (3%)

Legend: Number — Cumulative % — Individual %
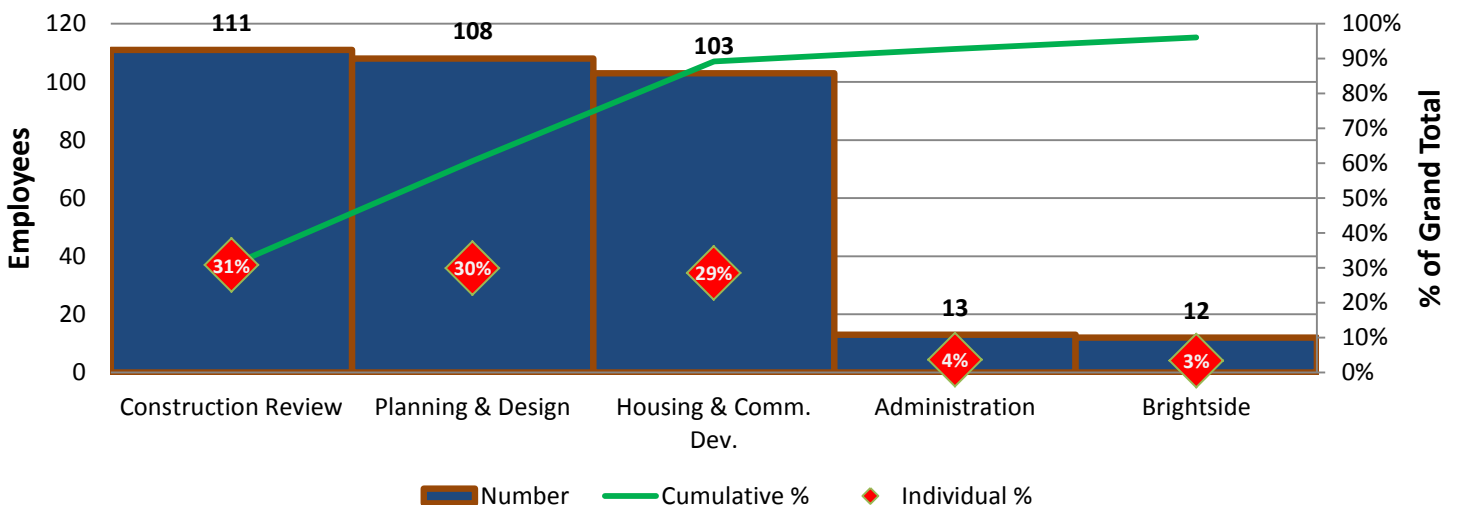
Report Generated: 12/01/2015 | Data Expires: 12/03/2015

[1]A "day" is typically defined as standard hours per week divided by 5 unless otherwise stated in a union contract